

LETTER OF AGREEMENT REGARDING CLINICAL LADDER PROCESS

~~Within ninety (90) days of the ratification of this Agreement, the Clinic will provide a special, off cycle Clinical Ladder application date for bargaining unit Clinic RNs to submit their applications for Clinical Ladder Level 3. Prior to the application date, two (2) Clinic nursing leaders will meet with at least two (2) bargaining unit Nurses, who will be selected by the Union, to discuss the following:~~ The Clinical Ladder addresses the following: (a) OB/GYN clinic quality, safety and professional activities that will meet the requirements for advancing on the Clinical Ladder; (b) development of a list of certifications or other professional memberships/activities applicable to work performed by OB/GYN clinic RNs; (c) providing specific examples of the types of responses that will meet the Clinical Ladder requirements; and, (4) providing a list of nursing leaders, who, at the request of a Clinic RN, will meet with the Clinic RN on an individual basis to review their application materials and make suggestions to improve the probability of advancement on the Clinical Ladder. ~~After the first round of applications, Clinic leaders and the two (2) representative Nurses~~ Clinical Ladder will ~~meet to discuss the number of~~ determine which applications will be approved and denied, will provide applicants the reasons for denial(s) (which will respect individual Nurses' confidentiality), and will communicate to Clinic RNs ways to improve ~~the process for Clinic RNs in advance of the next deadline relating to submission of applications,~~ applications to increase chances of success including but not limited to examples of projects and professional achievements that meet the requirements.

~~In addition to the above, the Clinic will, for 2025, add an additional \$250.00 in professional development/continuing education funds for Clinic RNs to access in order to obtain a certification that can be used for Clinical Ladder advancement. The Clinic will, for 2025, also grant RNs an additional four (4) hours of professional development/educational leave time for the sole purpose of preparing for submission of their Clinical Ladder application.~~